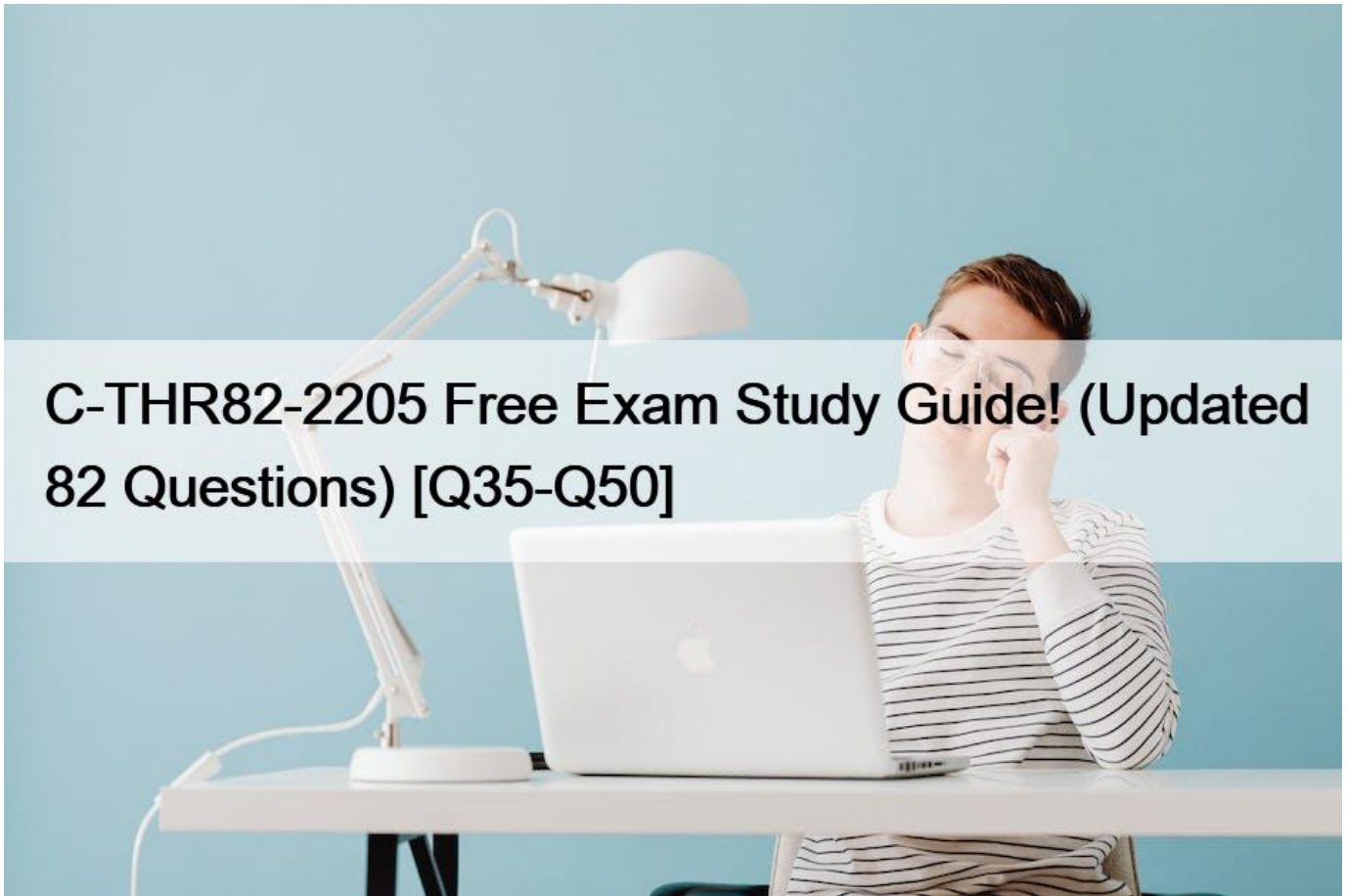


C-THR82-2205 Free Exam Study Guide! (Updated 82 Questions) [Q35-Q50]



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C-THR82-2205 Dumps for SAP Certified Application Associate Certified Exam Questions and Answer

The SAP C-THR82-2205 exam is a computer-based test that is administered through various authorized centers globally. The exam format is multiple choice and consists of sixty questions that you are expected to complete within 180 minutes. The passing score for the exam is sixty-six percent, which means you have to answer at least forty questions correctly to be certified.

The SAP C_THR82_2205 Exam is a computer-based certification exam that is proctored online. Candidates are required to answer 80 multiple-choice questions within 180 minutes. The exam is available in English, Japanese, Korean, and Simplified Chinese languages. Candidates must score at least 68% to pass the exam and earn the certification. The exam fee is US\$500.

Q35. In what scenario would you use the Get Feedback function on a performance form?

Note: There are 2 correct answers to this question.

* When you want to collect feedback from different users via e-mail

- * When you want to send the actual form to another user in an existing step so ratings and/or comments can be added to the form
- * When you want to send the actual form to another user in a new user-defined step so ratings and/or comments can be added to the form
- * When you want to send the actual form to another user in the Signature stage so ratings and/or comments can be added to the form

Q36. You have configured a field in the goal plan XML, but you can only see it when you create/edit the goal. It does NOT appear in the plan or as a display option. What else do you need to check?

Note: There are 2 correct answers to this question.

- * Check the Form layout in goal plan XML.
- * Check whether `showlabel=true`; in the field definition in the goal plan XML.
- * Check the Plan layout in goal plan XML.
- * Check whether `viewdefault=on`; in the field-definition in the goal plan XML.

Q37. You are calibrating overall ratings using performance as data source. What are some of the requirements for the Calibration Session to be successfully validated?

Note: There are 3 correct answers to this question.

- * The calibration template to be used in the Calibration Session must be specified.
- * The Calibration Session date must be defined.
- * The subject(s) of the Calibration Session must be defined.
- * All the subjects' review forms must be at the calibration step in the route map.
- * The location of the Calibration Session must be specified.

Q38. What does the 'Enable force route button in validation step; calibration feature do?

- * Automatically routes forms to the next step in the route map after a Calibration Session is finalized
- * Automatically populates valid participants and subjects based on the Calibration Session owner
- * Enables the option for the facilitator to edit ratings and finalize forms in the Calibration Session
- * Enables the option to route existing forms into the calibration route map step when setting up a Calibration Session

Q39. In your goal plan, you notice some warning errors as shown in the screenshot. What do these warnings mean?

- * The `<weight-total>` is 120 and `<max-goals>` is 9 for the entire goal plan. The `<max-weight-per-obj>` is 30 and `<min-goals>` is 1 for the Business Goals category.
- * The `<max-weight>` is 120 and `<max-goals-per-category>` is 9 for the entire goal plan. The `<max-weight-per-obj>` is 30 and `<min-goal-per-category>` is 1 for the Business Goals category.
- * The `<weight-total>` is 120 and `<max-goals>` is 9 for the entire goal plan. The `<max-weight>` is 30, and `<min-goals>` is 1 for the Business Goals category.
- * The `<weight-total>` is 120 and `<max-goals>` is 9 for the entire goal plan. The `<max-weight-per-obj>` is 30 and `<min-goals>` is 1 for the Business Goals category.

Q40. Which rating is the rating of record in a Performance Management template configured with a Performance/Potential summary, an Overall summary, and a Customized Weighted Rating summary?

- * The manual rating from Customized Weighted Rating section
- * The calculated rating from the Overall Summary section
- * The manual rating from the Overall Summary section
- * The manual rating from Performance/Potential summary

Q41. Which of the following are possible in the Ask for Feedback feature?

Note: There are 2 correct answers to this question.

- * Ask for Feedback responses can be displayed in the Supporting Information pod in the performance form.
- * Ask for Feedback responses in Team Overview are always visible to both the manager and the matrix manager.
- * The Ask for Feedback system label in US English can be customized from Text Replacement.
- * Ask for Feedback data, including the content of the feedback, is reportable in Table Reports.

Q42. You are planning to use rating-opt=”l” for one of your competency sections, which means that everyone shares one rating box for each item, except for the employee who has a private self-assessment rating box. Which of the following fields should you consider when defining field permissions for this section?

Note: There are 2 correct answers to this question.

- * item-rating
- * subject-item-rating
- * item-cmt-rating
- * manual-rating

Q43. Competencies were mapped to job roles in the system. However, when performance forms were launched, the competencies did NOT display in the job-specific competency section for one employee, but they did for another. What is the most likely reason for this issue?

- * The job role is NOT mapped with the exact job code as it appears in the employee data file.
- * The auto-sync option in the competency section was NOT enabled.
- * The competency GUID was used when configuring the competency section, instead of the competency ID.
- * The category-filter-opt attribute in the competency section was NOT specified.

Q44. What happens when you define a Calibration Session owner while you are creating a session?

- * The session creator can assign only one owner.
- * The owner can view their calibration data on the Executive Review tab.
- * The participants and subjects can be automatically populated, based on the reporting hierarchy of the owner.
- * The owner can define export permissions for the session.

Q45. Which of the following roles does the calibration tool use to assign different responsibilities to those in the calibration process?

Note: There are 3 correct answers to this question.

- * Subject
- * Originator
- * Facilitator
- * Participant
- * Owner

Q46. What can an administrator do when accessing the Delete Continuous Feedback page?

Note: There are 2 correct answers to this question.

- * The administrator can only delete feedback given in the last three months.
- * The administrator CANNOT restore feedback once the feedback is deleted.
- * The administrator can delete only feedback given or received by active users.
- * The administrator can access all information, including feedback content from others.

Q47. What must you consider when using job families and roles?

- * An employee can be assigned to multiple job codes.
- * Multiple job codes can be assigned to each job role.
- * Job families must be defined for the major job levels within the organization.

- * Job roles can be created without assigning them to a job family.

Q48. Where can you export and import translations of a performance form in Admin Center?

- * In Manage Languages
- * In Text Replacement
- * In Import Translations
- * In Manage Form Label Translations

Q49. Your customer is using an Obj/Comp Summary section that includes one goal section and two competency sections. The customer displays section weights in the performance review form. The requirement is that goals and competencies be equally important for the calculated rating. Based on this requirement and best practices, what weights do you assign to the sections?

- * Weight all sections equally so they add up to 100%
- * 50% for the Goal section and 25% for each of the Competency sections
- * 100% for the Goal section and 50% for each of the Competency sections
- * 50% for the Goal section and 100% for each of the Competency sections

Q50. Which of the following are unique Edit Form Attributes options in 360 Reviews?

Note: There are 3 correct answers to this question.

- * Enable Development Plan Integration
- * Calculation on form
- * Lock down section weights
- * Recall enabled
- * Anonymous 360

The SAP C_THR82_2205 certification exam is designed for individuals who want to demonstrate their expertise in SAP SuccessFactors Performance and Goal Management. This certification exam focuses on various topics such as performance management processes, goal management processes, continuous performance management, and other related areas. The exam is intended for application associates who work with SAP SuccessFactors Performance and Goal Management 1H/2022 and are responsible for managing employee performance and goal setting.

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